



CARNIVAL CORPORATION & PLC “HUMAN RIGHTS POLICY”

Our Company

Carnival Corporation & plc (“Company”) operates a portfolio of leading global, regional, and national cruise brands that sell tailored cruise products, services, and vacation experiences. The two companies operate under a single senior executive management team and identical Boards of Directors. Carnival Corporation and Carnival plc are referred to collectively throughout this policy as “our”, “we”, and “us”.

Our Commitment to Human Rights

As one of the world’s largest leisure travel companies, we have the privilege to interact with many thousands of people every day, including our guests, employees, business partners, and local partners in the varied destinations that we operate in and visit. We recognise the role we play in society and the responsibility and opportunity that we have to positively impact human rights globally. In support of this we maintain an active focus on both global factors and internal operations to ensure that we are able to identify any potential Human Rights risks or opportunities and align our efforts accordingly.

Respecting and furthering human rights is central to our Vision Statement, and this policy is issued in support of the detailed principles contained in the Carnival Corporation & plc Code of Business Conduct and Ethics ([link](#)) and other related policies.

This policy is also an expression of our commitment to promote and foster human rights, in line with the principles set out in the United Nations Universal Declaration of Human Rights and summarises the key areas we will focus on as we strive to live up to this commitment.

The Compliance Committee of the Board of Directors has overall responsibility for ensuring compliance with this policy. The leadership team at each of our operating companies is responsible for implementing this policy at their respective operating company, while the Chief Ethics & Compliance Officer monitors these efforts. Our corporate governance model provides the structures and processes for the direction and control of our Company. Good corporate governance, effective ethics and compliance, and risk management processes help us operate more efficiently.

We educate all of our employees on our expectations and commitments in relation to Human Rights via our Code of Business Conduct and Ethics, which is available to our employees on our intranet sites and publicly on our external websites, and the corresponding computer-based training course. All employees are introduced to the Code of Conduct during the on-boarding process, and it is regularly promoted in emails and news articles posted on our intranet sites.

Our Vision Statement

“At Carnival Corporation & plc, our highest responsibility and our top priority is compliance, environmental protection and the health, safety and wellbeing of our guests, the people in the communities we touch and serve, and our shipboard and shoreside employees. On this foundation, we aspire to deliver unmatched joyful vacations for our guests, always exceeding their expectations and in doing so driving outstanding shareholder value. We are committed to a positive and just corporate culture, based on inclusion and the power of diversity. We operate with integrity, trust, and respect for each other – communicating, co-ordinating and collaborating while seeking candour, openness, and transparency at all times. And we aspire to be an exemplary corporate citizen leaving the people and the places we touch even better.”

Our Culture

We are committed to living up to the highest standards of ethical behaviour and integrity and recognise that it takes commitment from every one of our people to create a stronger, more cohesive culture. We have therefore created our Culture Essentials which are key actions and behaviours that all of our employees, at all levels, shipboard and shoreside, must embrace and model to help us live up to the commitments outlined in our Vision Statement.

Our Culture Essentials are: Speak Up, Respect and Protect, Improve, Communicate, Listen and Learn, and Empower. Further information on these can be found in our Code of Business Conduct and Ethics ([link](#)).

Our People

Our shipboard and shoreside employees are the heart of our business, and we are driven by the passion and dedication of our teams. Providing a safe and healthy environment and working conditions for our employees, and all others, including third parties working for us or on our behalf, is at the core of what we do every day. We are continually working to expand our well-being programs to support their physical and mental health, encourage social connectivity with family and friends, and promote a balanced lifestyle.

We comply with the requirements of various employment protection laws that apply to our business across our varied jurisdictions. In particular, we adhere to the Maritime Labour Convention (MLC) from the International Labour Organisation (ILO) which sets minimum international standards for working and living conditions of seafarers. As such, we understand the importance of ensuring that working hours comply with legal limits and that our employees receive fair compensation and benefits, relative to relevant market rates. We also maintain good relationships with unions and work in partnership to ensure that we comply with relevant national employment law requirements, as well as respect and understand employees’ rights in terms of freedom of association and collective bargaining.

Diversity, Equity, and Inclusion

Over and above our legal responsibilities, we strive to be an employer of choice by providing our employees with an inclusive and supportive company culture and work environment with equal opportunities for professional growth throughout their career path.

We celebrate diversity and promote inclusion, appreciating the value of our rich cultural tapestry of employees. We believe each and every person has unique talents and strengths that they bring to our business, and welcome and celebrate the diversity of race, nationality, ethnicity, religion, gender, sexual orientation, gender identity/expression, age, and physical ability. Discrimination, harassment, and abuse are regularly monitored and are not tolerated. We work with a number of partner organisations, including Catalyst and The Executive Leadership Council Inc. (ELC), and have earned a perfect score of 100 from the Human Rights Campaign, the leading LGBTQ+ civil rights organisation in the United States, for five consecutive years.

We also work to ensure that our workplace is free from harassment, which would include any form of unwelcome conduct by one person toward another that has the purpose or effect of creating an intimidating, hostile, or offensive work environment. Retaliation of any kind is not tolerated, and employees are actively encouraged to speak up if they feel they have been retaliated against.

Health, Environment, Safety, and Security

We operate robust management systems to ensure compliance with all relevant health, environment, safety, and security laws, including applicable maritime legislation. The principles of our policies and procedures focus on prevention, detection, response, and correction. All incidents are monitored, tracked, and investigated to prevent future occurrences, and we have a number of reporting channels, which employees are encouraged to use, not only to report incidents or wrongdoing, but also to give suggestions on how things can be done better.

Our Business Partners

As a global business, we work with thousands of business partners and suppliers from countries all over the world. Recognizing that standards and practices vary from country to country, we enforce a Business Partner Code of Conduct that all of our business partners and their supply chain partners are contractually required to comply with. The Carnival Corporation & plc Business Partner Code of Conduct ([link](#)) sets out our expectations on business partners to follow all applicable laws and regulations and to promote ethical decisions in all aspects of their business. It also outlines our stance on human rights and communicates our no-tolerance policy on bribery and corruption. We also expect our supply chain and third parties to be aware of our sustainability agenda and to work with us as partners for change in helping to achieve our goals and targets through their service provision.

We take a risk-based approach to carrying out due diligence with new and existing suppliers. If we detect any potential risks through the process, we will work with them and our internal business teams to ensure that appropriate mitigations are put in place. Violation of our Business Partner Code of

Conduct will result in us taking appropriate action, up to and including termination of a relationship with Carnival.

Modern Slavery and Human Trafficking

We condemn all forms of exploitation and forced labor and are actively working to prevent any Modern Slavery in our supply chains. Our Modern Slavery Statement ([link](#)) lays out our commitment and approach to preventing Modern Slavery and Human Trafficking and to complying with all relevant laws.

Responsible Sourcing

Based on the Ethical Trading Initiative's Base Code, we are developing our Ethical and Responsible Sourcing Standard, in collaboration with our suppliers and partners. The Standard will set out our expectations for the fair treatment of workers and communities, recognizing the depth and complexity of international supply chains. Initially this is being implemented by Carnival plc in the United Kingdom, and we will continue to review opportunities to extend the Standard to our other locations.

Global Talent Partners

Our teams onboard are comprised of many nationalities, so we engage Global Talent Partners (GTPs) who help us to find and recruit the best people. Our company has worked with the same primary employment agencies in a number of countries, including Indonesia, India, Vanuatu, and the Philippines, for several decades. We routinely conduct audits of these agencies and require them to be certified in line with the Maritime Labour Convention (MLC), to ensure that fundamental human rights are respected and upheld at all times.

Our Environment and Communities

As we are welcomed by communities around the world, it is our responsibility to support those communities to maintain their cultural heritage, local traditions, history, and natural environments. Our reputation and success depend on supporting sustainable tourism practices and working with local communities. We regularly participate in local initiatives such as beach clean-ups and conservation efforts to preserve and improve the natural environment in the destinations we visit.

Having access to a healthy environment has recently been formally recognized by the United Nations Human Rights Council as a fundamental human right. Protecting the environment is part of the Company's top priority, and we continuously seek to innovate and improve our vessels, processes, and operations, ensuring our guests can continue to cruise in even cleaner, and more efficient and sustainable ways.

Further information on our environmental efforts can be found in our current Sustainability Report (<https://carnivalsustainability.com/>).

Our Speak Up Policy

Speaking up is an essential part of our culture. It is only by speaking up and being transparent that we can listen, learn, and improve. Therefore, we expect and encourage anyone, both internally and externally, to speak up if they see or suspect something that doesn't align with the law or with the expectations we have set out in this policy. All reports are taken seriously and handled sensitively, and we do not tolerate retaliation of any kind. Reports can be made through our whistle-blower system, a dedicated hotline monitored by an indented third party available 24 hours a day, seven days a week, the corresponding webpage, or by regular mail as set forth below.

Hotline (toll-free in North America): +1-888-290-5105
International: +1-305-406-5863
Internet portal: www.carnivalcompliance.com
Mailing Address: Attention To: Chief Ethics & Compliance Officer
3655 NW 87th Avenue
Miami, Florida 33178
U.S.A.

Should it become apparent at any point that our company has caused or contributed to a negative human rights impact, the Ethics & Compliance Department should be advised and will assist and cooperate with legitimate remediation processes.

Our Future Commitments

In order to live up to the aspirations laid out in our Vision Statement, we understand the importance of continually evaluating and assessing our approach and efforts in relation to protecting and promoting global human rights. Through our Sustainability Goals [<https://carnivalsustainability.com/>], we are placing a long-term focus on continuing to increase the positive impact that we deliver.

Approved by: Approval Date: Revision Number: 1
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